

Regular school Board Meeting

Necedah Area School District

Necedah EC-12 – Library Media Center

April 21, 2025, 6:00 p.m.

1. President Dan Dutscheck called the meeting to order. Present were board members Ard, Herried, McNally, Horak for the opening of the meeting. Also present were Pupil Service Director Matthew Sherwood, Elementary School Principal Jessica McCracken, Middle/High School Principal Mark Becker and Superintendent Tanya Kotlowski.
2. President Dan Dutscheck began the meeting with The Pledge of Allegiance.
3. Motion by John Ard, second by Roger Herried to approve the agenda, Motion carried.
4. Citizens Forum:
 - 1 No one came forward.
5. Motion by Matthew McNally, second by John Ard for approval of the minutes for the Regular Board meeting, Monday March 17, 2025. Motion carried.
6. Motion by Roger Herried, seconded by Mike Horak to approve the following: **Vouchers and EFTs**
 - Checks for approval: 84999, 85059, 85061-85066, 85116-85204.
 - Wire Transfers/ACH 202400XXX ending in 315, 319, 321, 325, 376-384, 387-389, 391-393, 407, 411-418, 428-431, 433, 434, 439-441, 444, 468, 469.
7. New Business:
 - a. **Reorganization Meeting - Officers, Board Committees 25-26 and CESA 5 Annual Convention Board Member Appointments and Board Meetings 2025-26:**
 - a. **President Dutscheck administered the Oath of Office to Roger Herried and Mike Horak**

Re-organization:

 1. Approve Dan Dutscheck board member for the office of **President**
Motion by Matthew McNally, second by Roger Herried to nominate Dan Dutscheck for President, close nominations and cast a unanimous ballot. Motion carried.
 2. Approve John Ard board member for the office of **Vice-President**
Motion by Matthew McNally, second by Mike Horak to nominate John Ard for Vice-President, close nominations and cast a unanimous ballot. Motion carried.
 3. Approve Matthew McNally board member for the office of **Clerk**
Motion by Mike Horak, second by John Ard to nominate Matthew McNally for Clerk, close nominations and cast a unanimous ballot. Motion carried.
 4. Approve Roger Herried board member for the office of **Treasurer**
Motion by Mike Horak, second by Matthew McNally to nominate Roger Herried for Treasurer, close nominations and cast a unanimous ballot. Motion carried.
 5. Approve John Ard as the **CESA 5 Annual Convention Representative**
Motion by Roger Herried, second by Mike Horak to approve John Ard as CESA 5 annual convention representative. Motion carried.

6. Approve Matthew McNally as the **WASB Representative**
Motion by Dan Dutscheck, second by Mike Horak to approve Matthew McNally as WASB.
Motion carried.

Approve the board meeting dates for 2024-25 (as provided/changed)

The board reviewed the proposed board meeting dates and times for 2025-26. Motion by Dan Dutscheck, second by John Ard to approve the board meeting dates as printed.

The board will also discuss committee assignments and decide which board members will serve on which committees. These committees do not meet often, usually 1-2 times per year.

The board reviewed the following board committee assignments:

- a. Handbook advisory team: Dutscheck & Ard.
- b. Building and Grounds advisory team: Roger Herried & Mike Horak.
- c. Health Insurance/Wellness advisory team: Dan Dutscheck & John Ard.
- d. Certified Staff Negotiations advisory team: Matthew McNally & Mike Horak
- e. Transportation Planning advisory team: John Ard & Roger Herried
- f. Family Engagement Planning advisory team: Mike Horak & Matthew McNally

Motion by Dan Dutscheck, second by John Ard to approve board committee assignments as is and keep them as they are currently stated. Motion carried.

- b. Board Development – MS/HS Learning Walks: Presented by Mark Becker and Michelle Bulin

Learning Walks are ongoing professional development that we use in the MS/HS to highlight effective instruction, new instructional practices, with an opportunity for staff to try out strategies and get feedback. We have great things happening in our classrooms every day, so we decided we needed to take advantage of this opportunity.

- a. **Purposeful Peer Learning:** Learning Walks provide staff with the opportunity to observe colleagues in action, offering real-time insight into effective instructional strategies and classroom practices.
- b. **Professional Growth:** By reflecting on what they see, educators can refine their own teaching, build self-efficacy, and confidently implement new approaches in their classrooms.
- c. **Collaborative Culture:** This initiative fosters a culture of collaboration, trust, and continuous improvement among staff.
- d. **Flexible Participation:** Staff can volunteer to be observed by adding their name to the designated list and can coordinate observation times directly with peers.
- e. **Supportive Structure:** Observers can request sub coverage from Mark or receive compensation if observations take place during their prep period.
- f. **Tied to Professional Goals:** Participation in Learning Walks can count toward the Teacher Compensation Plan, reinforcing its alignment with professional development.
- g. **Reflective Practice Encouraged:**
 - i. Schedule a follow-up conversation with the observed teacher.
 - ii. Debrief with a coach or colleague (Michelle, Mark, or a collaborative team member).
 - iii. Use observation forms to organize takeaways and guide next steps.
 - iv. Invite Michelle to model a lesson on SEL or reading strategies applicable across content areas.

- v. **Resources Available:** Staff are provided with articles and tools to enhance the observation experience and deepen their learning.

c. **Standardization of Student Learning**

- a. The work in the middle school is affording us an opportunity to 'leap' forward with some innovative practices that better and more efficiently meet the learning needs of our students. The English language arts work will be around forming a graduation requirement that requires our students to be proficient writers. We will be developing a plan for creating K-12 outcomes, writing benchmarks and a 10th grade writing assessment that students need to meet. We will also be formulating a comprehensive engagement plan with you, our families and community as these programs are developed and vetted.
- b. Helping our students become more engaged and want to learn more in the topics they show interest. Personalized student learning.
 - i. We have teachers really doing some wonderful things with developing personalized learning for our students.
- c. Mr. Becker submitted a grant proposal to attend an innovations conference on how to organize the middle school.
- d. Looking at the graduate profile - can tell a lot by how a student writes. Develop a profile writing requirement for graduation, starting in 10th grade.
 - i. More technical writing.
 - ii. By 10th grade get them on a solid foundation - 3rd grade, 5th grade, 7th grade, 9th grade benchmarks. What is our standard we are asking and then work backwards and develop a program to develop a writing program.

d. **Summer School Programming 2025**

- a. As seen in the links provided.

Motion by Mike Horak, second by Matthew McNally to approve the 2025 Necedah Summer School Programs. Motion carried.

e. **Pupil Services Report - ESSA/IDEA Accountability Report - Matthew Sherwood:**

- a. Matthew Sherwood gave his report on the ESSA/IDEA Accountability Report as well as updates related to programming shifts made to save expenses from CESA 5 contract costs.
- b. Working with the surrounding school districts to share staff and group hire a full time person, it will cause us 17-18% less than hiring out through CESA 5.
- c. The only risk is if the services change in one of the school districts.

f. **Rural Scholars Program Overnight Trip:**

- a. Carney Lentz will be taking 4 students who are going into their senior year, this summer to spend four days at UW Madison on June 16-19, 2025 as part of the UWA Madison Rural Scholars Program. They will be staying in residence halls.

Motion by Roger Herried, second by John Ard to approve the overnight trip to UW Madison for the Rural Scholars Program 2025.

g. **Baseball Coop New Lisbon:**

- a. Cora Dillin has been working with our coaching staff and staff at New Lisbon to consider a formation of a baseball cooperative. The commitment will be for 3 years.
- b. We will still be division 3.
- c. The New Lisbon school board has already approved the baseball cooperative.
- d. New Lisbon will hold the coop, they will submit it to the WIAA after its approval here.
- e. The coop with the WIAA will need to be renewed every 2 years.
- f. Hiring and evaluation of coaches will be done in agreement with both schools.

Motion by John Ard, second by Matthew McNally to approve the Baseball Coop with New Lisbon School District. Motion carried.

h. Solar Panels:

- a. Tonight is the official vote on approving the financing for the lease and purchase agreement for the solar panels, installation, etc.

Motion by Roger Herried, second by Mike Horak to approve the addition of solar panels in the Capital Improvement Fund 46 plan. Motion carried.

Motion by Matthew McNally, second by John Ard to approve the lease and purchase agreement with Tax Exempt Leasing Corporation. Motion carried.

i. Liquidated Damages 25-26:

- a. The 2025-26 teacher contract is included in the board packet with highlights on the proposed liquidated damages. Basically, we doubled the damages to reflect the increased costs associated with securing a new hire. The interview process is much lengthier, given we interview the second we get an applicant, versus one hiring day with several applicants. This gives us a better chance at securing a quality candidate, before they take a different position.

Motion by John Ard, second by Mike Horak to approve the increase in liquidated damages from \$1,500 to \$3,000 and \$3,000 to \$5,000. Motion carried.

j. Teacher Salaries 2025-26:

- a. Negotiated proposal regarding teacher compensation (2.95% base wage increase for 2025-26)
- b. Provide 'teacher retention stipends/supplemental pay' that moves the total increase to the 4.0 increase. Teacher stipends for earning points in the compensation model is \$1,900.

Motion by Matthew McNally, second by John Ard to approve the 2.95% base wage increase for teachers and a 1.05% increase in teacher retention stipends. Motion carried.

k. Support Staff Compensation 25-26:

- a. The CPI is 2.95, so all hourly employees, including contracted employees (supervisors and administrators) will be provided with a 2.95% increase

Motion by John Ard, second by Matthew McNally to approve the 2.95% compensation increase for support staff including supervisors and administrators.

l. Resignation/Hiring Recommendations:

a. Resignations:

- i. Don Jackson, Instrumental Music Teacher, teacher here for 33 years.
- ii. Small reception May 3rd.

Motion by John Ard, second by Roger Herried to approve the retirement of Don Jackson. Motion carried.

- iii. Trudy Bartels, 4K Teachers

Motion by Matthew McNally, second by Mike Horak to approve the retirement of Trudy Bartels. Motion carried.

iv. Jordan Progress, Middle School English Language Arts Teacher

Motion by Mike Horak, second by Matthew McNally to approve the resignation of Jordan Progress.

Note: **NOTE:** We are also accepting a voluntary transfer of assignment for Cora Dillin to fill our open middle school special education teacher position. We will be posting for a dean of students.

b. Hiring (recommendation forms are included in the board packet):

i. Brandi Fox, Middle School English Language Arts Teacher

Motion by John Ard, second by Roger Herried to approve the hiring of Brandi Fox as MS ELA teacher. Motion carried.

c. Request for Leave:

i. Shelley Zank, 2nd Grade Teacher

Motion by Roger Herried, second by Mike Horak to approve the 2.25 days of unpaid leave requested by Shelley Zank. Motion carried.

ii. Catherine Kruger

Motion by Matthew McNally, second by John Ard to approve the 1 day of unpaid leave requested by Catherine Kruger. Motion carried.

Hiring: Reminder: Board is provided information about support staff hires and resignations through administrative recommendations; however, the board is required by statute to approve new teacher and administrative positions.

1. Support Staff Hiring/Resignation and Teacher Reassignment Report:.

Hires:

Mike Olson, Bus Driver

Resignations:

Kim Theide, Bus Driver

ii. Acceptance of Donations/Grants:

1. None at this time.

1. Administrator Reports:

1. MS/HS report by Mark Becker

A. Updates

• Spring Celebrations and Events

◦ **Honors Ceremony**

▪ [Wednesday, May 14 - Review Script](#)

▪ **Similar Format - Mixing Scholarships with Academic Awards**

- **Appetizers/Social Hour Prior**

- YRBS Survey - April 22
- Safety Night - April 22 - 6pm
- Earth Day Clean-up - April 25 - 3 volunteer hours
- **MS Spring Concert - April 28**
- **Mackenzie Center - 7th Grade - April 30 - May 2**
- **HS Spring Concert - May 3**
- Graduation - Saturday, May 24, 2025 - 10am
 - John Ard and Mike Horak
 - 3 graduation speakers
- 8th Grade Promotion - June 4, 2025 - 7pm
 - Dan Dutscheck

B. Cardinal CallOUTs

- - Student Standouts
 - Music - 10 Events going to State!
 - 14 students participated in State Forensics on April 11!
 - **High School Battle of the Books team** for tying for **5th place in the state competition** out of 66 teams!
 - N-Gage Academy's Presentation night was a great event last Wednesday. All students presented projects, including 8 live presentations to the entire group.

2. Elementary report by Jessica McCracken

- a. From the office of the Principal.
 - Planning next year's teams and rooms.
 - Summer PD in PLC being considered.
 - April parent update.
 - Gathering reports for Title 1, including parent and teacher surveys
 - 4K registration dates planned: April 24 5-7, April 29 3:30-5:30, May 2 8-12.
- b. From the Classroom.
 - Forward testing is complete, except for make-ups.
 - Planning for the next Family Night – May 13th.
 - Field trips are coming up.
 - Reading plans and revisions of reading plans are in full swing. We do now have a solid plan that is written. Templates are drawn up for future use.
 - Last session of the ACT20 PD coming on April 25th.
- c. Upcoming events:
 - April 22: School Safety night.
 - April 24: PATT PALOOZA.
 - April 25: Dance Party.
 - May 2: 5th Grade breakfast with buddies. We have been doing one a month. Kitchen provides the muffins and students can bring two buddies.
 - May 13: Elementary family showcase night 5-7 with free dinner.
 - May 15: Last day of school for EC/4K
 - June 6: Last day of school K-12 (full day).

- 82 students signed up for swimming lessons.
3. District Board Report: Tanya K.
- a. Bus Purchase
 - From Fund 46 plan. Should arrive by the end of the month.
 - b. Business Service update
 - She has secured the services of CESA 5 for a retired business manager to help with the high-level budget things – budget roll-over, planning for 25-26 budget, budget forecasting etc.
 - The planned savings of \$117,000 will be used to help with this cost which she approximates will be around \$60,000.
 - Budget Hearing – will be attending the Wausau budget hearing on Monday, April 28th.
 - Events this week: Will be attending the superintendent convention from Wednesday, April 23-25 in Madison.
 - Parent Square – slowly beginning to roll out Parent Square. The system will be available to all staff and coaches, etc. this fall.
 - Got to dress up as a Giraffe and go to the grade school classrooms

Motion: by Matthew McNally, second by John Ard to adjourn. Motion carried.

Respectfully submitted by:
Matthew McNally, DC, DCCJP
Clerk